

Category	Question	Asked by:	Response
Conversion	Is there an agreed timeline for conversion yet?	All	Not at this stage as the governing body hasn't agreed to submit an application to convert. Once this decision has been made a conversion timeline will be circulated.
Finance	Who will pay the cost of the HCSS product?	School Staff	The set-up costs of the HCSS finance product will be covered as part of the conversion grant. Ongoing licence costs will be covered within the 5% top slice taken by CDAT.
Finance	Who is responsible for budgets and financial performance of the school post conversion?	School Staff	The Trust has overall accountability for all of its Academies. Academies set their own individual budgets in collaboration with the Trust and provide monthly reports on financial performance. Support will be provided directly from CDAT. There may be an increase in the workload of some of the office staff but the school will have more control over how it spends its money.
Finance	Will CDAT charge a fee?	School Staff	CDAT take a 5% top slice of the school budget to pay for core services (5% of General Annual Grant only). This compares well to the 8% taken by the LA.
Finance	Does funding for SEND provision still come from the LA?	School Staff	Yes. Children who are eligible for additional funding will still be entitled to this and it will continue to be managed by the LA as their statutory responsibility.
Finance	Will there be more money available for the school if it becomes an Academy?	Parent/Carer	The levels of funding will basically be the same as the School currently gets however the top slice taken by CDAT is less than what is currently being taken by the LA. The school will have more control over the services it can purchase and savings will be identified through collective bargaining arrangements with other Academies within CDAT.
Finance	Who is responsible for VAT returns?	School Staff	The Academy accounting system will produce reports that can be submitted to CDAT, who will then reclaim VAT and pass this back through to the schools.
Finance	Will the school be responsible for cash flow?	School Staff	Yes. Monthly accounts will be required. CDAT will work closely with the school to set the budget and cash flow profile for the year. This will be monitored on a monthly basis.
Governance	How can the governors stop major changes happening?	Parent/Carer	No decision has been made by the Governing body at this stage. Governors will meet and discuss the outcomes of this consultation process. If the school becomes an academy, the Local Governing Body will have a Scheme of Delegation from CDAT. This outlines the roles, responsibilities and powers that the Local Governing Body have to manage the school.

Governance	Will the governing body still be reactive and make key decisions?	School Staff	The decisions making powers of the Local Governing Body are outlined in the CDAT Scheme of Delegation. On some issues, the Governing Body will have the ability to make decisions quickly, in exactly the same way as they do now. Sharing good practice between the GBs from all three schools will also be an advantage.
Governance	How does CDAT ensure a good balance on the Governing Body?	Parent/Carer	The governing body will not change on conversion. Christ Church has recently completed a skills audit on its governors and will continue to monitor what skills they require. The Chair of Governors at Christ Church feels that it currently has a good mix of high calibre individuals on the governing body.
Governance	What powers will the Governing Body have post conversions?	Parent/Carer	The Scheme of Delegation sets out the powers the Local Governing Body will have moving forward. CDATs approach is one of full delegation and it takes a consultative approach on proposed changes. The Scheme of Delegation is reviewed annually and all governors will be invited to feedback on the document.
Governance	Will there be any changes to the term dates?	Parent/Carer	There are no changes proposed but this will be a decision for the Local Governing Body post conversion.
Governance	How will the performance of the school be scrutinised if it is outside the control for the LA?	Parent/Carer	In collaboration with the schools. CDAT will develop a comprehensive monthly reporting structure where academic and financial performance will be monitored. The CDAT Education Officer completes a termly report for the CDAT Board which highlights any concerns or areas for development across all Academies within the Trust. OFSTED will still inspect the school if it becomes an academy.
Governance	Who will be the admissions authority? How will this work?	Parent/Carer	The Academy Trust is the admissions authority, however schools that convert are still a part of the LA coordinated admissions, therefore parents will apply in the same way that they do now. There are no proposed changes to the schools' admissions policies.
Governance	Will the school have to change all its policies?	School Staff	Schools will transfer their existing policies at conversion. At a future date CDAT may consult with Academies and a standard suite of policies to cover the entire Trust may be adopted.
Governance	How will school performance be monitored?	Parent/Carer	The Scheme of Delegation gives powers and authority to the Local Governing Body to effectively run the school. This will be reviewed annually. CDAT will monitor the academic and financial performance of all academies monthly. This will enable CDAT to identify issues within schools early and provide school to school support where required.

Governance	How much involvement will CDAT have with the appointment of staff?	School Staff	All staff, with the exceptions of the senior leaders of the school, will be appointed by the Governing Body. CDAT would be involved in the selection of any future Headteachers and would work with the Governing Body throughout the recruitment process.
Hub	What connection exists between Eastway, Lingham and Christ Church?	Parent/Carer	All three schools are part of the Wallasey cluster and through this the Headteachers have built a good working relationship. There is a clear geographical link as all schools serve the communities of Moreton. The schools share a lot of key principals and core values. They work on ensuring that children are at the heart of everything they do. All three schools want to move forward together.
Hub	Why a hub?	Parent/Carer	It seems sensible for the three schools in Moreton to formalise relationships and join as one hub within CDAT. The schools are already sharing good practice in Teaching and Learning with each other. The creation of a hub feels like a natural progression to the work already happening between the schools.
Hub	How can faith schools and non-faith schools be part of the same hub?	Parent/Carer	The Supplemental Funding Agreement sets out the characteristics of the school and protects any fundamental changes being made. If a school is currently a community school, those characteristics are protected under this agreement and the Regional Schools Commissioner would step in if this was being breached. CDAT have also changed their mission statement to enable non-church schools to join the Trust.
Hub	Will the school continue to work with other schools across Wallasey?	School Staff	Yes. CDAT are very much an outward looking multi academy trust. The Hub model will not only strengthen the relationship between the three Moreton schools but will look to build and create partnerships with schools and academies across the region. Any current initiative that the school is involved with, and is having a positive impact on learning, will continue.
Process	Do Teachers and Staff have an opportunity to vote on the decision?	Trade Union	Teachers and Parents of all schools will have an opportunity to give feedback on the proposals during this consultation period. The vote is made by the Governing Body of each school on whether to apply to convert. This is vote is taken following careful consideration of the consultation report. The Governing Body has both parent and staff representatives.
School life	What will change for children at the schools?	Parent/Carer	There will be no significant changes. The name and school uniform will remain the same. The character and ethos of the school will be kept.
School life	Will there be any changes to name, school badge or	Parent/Carer	No changes are being proposed.

	uniform?		
School life	As Eastway Primary and Lingham primary are not Church of England Schools, is there any risk of the religious ethos of Christ Church being diluted?	Parent/Carer	Both Eastway and Lingham have agreed to convert on church papers. The supplemental funding agreement protects the characteristics of each school converting.
School life	Other local Academies have the reputation of being failures. What stops Eastway going the same way?	Parent/Carer	There will be no significant changes to staff within the school and the Local Governing Body, through the Scheme of Delegation, will have the powers to run the school as it sees fit in the same way as it does currently. CDAT has similar values and ethos to the current governing body. There is currently a strong working relationship with Christ Church, Eastway and Lingham which will be formalised through this arrangement. The intention is to maintain what is working well and safeguard the future of the school. All three schools (Lingham, Eastway and Christ Church) have chosen to consider applying to become academies and they are able to do so because they are strong schools.
School life	Will there be any changes to the name of the school?	Parent/Carer	No.
School life	Will there be any changes to the Uniform?	Parent/Carer	No but the Local Governing Body have the authority to do this in the future just like it does now.
School life	Will children have to go to Kingsway Academy if Eastway converts to an Academy?	Parent/Carer	No. The process for applying for secondary schools will remain the same. Just because Eastway becomes an academy, it doesn't mean that children will have to go to a secondary academy.
School life	Will the school lose any funding after converting to an academy?	Parent/Carer	No.

School life	Will the school have control of their resources, finances, teacher training, teachers and volunteers?	Parent/Carer	Yes.
School life	Could we bring more sports into the school, possibly using the school field?	Parent/Carer	Yes.
School life	Will Eastway remain a great school for our children? And can you guarantee it?	Parent/Carer	Yes. The school will remain a great school that serves the local community.
School life	Strength in numbers is always better but does that mean a set amount of funding to share?	Parent/Carer	No.
School life	Could academy status be given a 12 month test run to see how it affects the school?	Parent/Carer	No. Academy conversion is a legal process. No trial period will be granted by the Department for Education.
School life	Will there be a lack of teaching staff due to changes in wages/pay which will affect my children's standard of education?	Parent/Carer	There will be no changes to the current staffing structure.
School life	What are the changes to the curriculum and the areas of education	Parent/Carer	The curriculum will not change and Eastway can continue to offer the full range of National Curriculum subjects. Academies receive a similar level of per-pupil funding as maintained schools plus funding to meet additional responsibilities that are no longer provided by the Local

	funding?		Authority.
School life	Who are Chester Diocesan compared to other academies?	Parent/Carer	There are many different types of Academy. Chester Diocesan Academy Trust (CDAT) are seeking to be a successful family of schools providing distinctive and loving environments which ensure effective education for all children through excellent teaching, innovation and the sharing of good practice by schools working together.
School life	What are the benefits?	Parent/Carer	Becoming a CDAT Academy Hub gives Eastway increased access to additional support available from a partner, Chester Diocesan Academies Trust, who share a common ethos and values with our school. It is also an opportunity to strengthen the community partnership between or 3 local schools.
School life	Will the children be doing things together?	Parent/Carer	Yes. The children will be able to join the other schools for lots of different activities.
School life	What is an academy?	Parent/Carer	An academy school is a state funded school which are directly funded by central government and are independent of direct funding and control by the Local Authority.
Services	Will the school buy back services from the LA?	Parent/Carer	Yes, if they are the best option for the school and the service is good. CDAT will take a top slice of 5% which is good value compared to the LA who take approximately 8%. This includes some core services but the School will be able to purchase from other providers.
Services	Will the school still have access to the Wirral School Library service if it decided to become and Academy?	School Staff	If the school decides that it still wants to purchase this service following conversion it will be able to do so. Post conversion the school will be able to purchase any services outside the core functions provided by CDAT. The Local Governing Body will be responsible for procurement.
Services	What services are provided by CDAT?	School Staff	HR, Payroll, Finance. Legal, School improvement, audit and accountancy.
Services	Is there support available from CDAT to replace what is currently purchased from the LA? (in particular with	School Staff	Yes. CDAT have a finance support function who will work closely with the school.

	regards to finance)		
Services	Is there a required CDAT MIS package?	School Staff	No but some schools in the Trusts have decided to move from SIMS to Arbor.
Staff	Who will employ the staff post conversion?	Parent/Carer	All staff will transfer to CDAT through a TUPE process. Moving forward there may be an opportunity for the schools to pool resources and employ specialist staff who can work across all three schools.
Staff	Do all support staff TUPE over on the same conditions?	School Staff	Yes.
Staff	Can you provide assurance that support staff won't be made to work at other schools?	School Staff	Staff will not be required to work at any other school. However, the schools already work closely together sharing good practice. There may be CPD opportunities for staff across the Trust if that is something that staff and the individual schools want to explore.
Staff	Will it affect staff pay or terms & conditions?	School Staff	No. Staff will transfer to the Trust on the same terms and conditions. There will be no impact on staff pay.
Staff	Will TUPE process be followed and are terms & conditions protected for two years?	School Staff	The TUPE process will be followed and formal meetings with staff will take place if the Governing Bodies resolve to convert following consultation. CDAT has confirmed that it will not be proposing any changes to staff terms and conditions if the schools decide to join the Trust. There is no time limit to TUPE and that employees are covered under TUPE regulations indefinitely (e.g. any changes connected with the transfer would be void unless consulted on).
Staff	Will staff be moved across the schools in Moreton?	School Staff	If all three schools decide to convert they will be run as three separate academies under a CDAT hub model. Staff will not be expected to work across the schools unless it is something that a member of staff wants to. There will be great benefits in sharing good practice and formalising the exiting working relationships. There will be CPD opportunities available to all staff across CDAT.

Staff	If a teacher has an issue, can they still go to their Trade Unions for support?	School Staff	Yes. There are no proposed changes to the current relationships staff enjoy with their Trade Union representatives. CDAT does have a Trade Union recognition agreement and is currently in dialogue with the Trade Union regional officers following feedback received. Also, CDAT have no issues with new staff joining any of its Academies and becoming a member of any Trade Union.
Staff	Will pay and conditions remain the same for support staff?	School Staff	Yes.
Staff	Are there any proposed changes to pension provision?	School Staff	No. It will remain the same.
Staff	Will the Academy employ non-qualified Teachers?	Parent/Carer	No. All children will continue to have a fully qualified teacher leading each class.
Staff	Will there be any changes to staff pay and conditions?	School Staff	No. Teaching and support staff pay and conditions will remain the same.
Staff	Who will be the employer and who will be responsible for payroll?	School Staff	CDAT will become the employer and CDAT will be responsible for payroll which is provided by a third party, Working with Schools.
Staff	Will CDAT pay increments and are pay increases linked to the government as they are now?	School Staff	CDAT will honour increments in line with National Teachers pay and conditions. For support staff, due to discrepancies between LAs, pay rates vary. This is something CDAT is looking to address but no member of support staff will be worse off as part of any proposals post conversions.
Staff	Will holiday entitlements and sickness benefits remain the same?	School Staff	Yes. Staff will transfer with their current contracts.
Staff	Will it be the	School Staff	Yes, apart from the appointment of the Headteacher, it will be the Local Governing Body that

	Governing Body who decide on staffing decisions eg. Temporary contracts?		makes all staffing decisions, as it is currently.
Staff	What about Early Years (2 year olds) and the SEN Resource Base classes?	School Staff	These will remain at Eastway. Reassurance has been sourced about the Bases as these are local authority provision. The response has been very positive. The LA would not wish to continue the Base classes at Eastway.
Staff	Will schools be able to source the best contractors or are we tied into certain suppliers?	School Staff	There are certain services that are included as part of the CDAT offer including HR, Payroll, Finance and Legal but other suppliers can be a decision made at school level. There are instances where schools joining together can provide purchasing power to decrease costs and if helpful CDAT can facilitate this.
Staff	Is there a danger of the school to school collaboration being diluted?	School Staff	How closely the schools work together is attractive to the Trust. Each cluster will feed into the board and still work together. Joining the Trust is an opportunity to cement that. It will also provide an opportunity to work with and visit different schools currently in other authorities and see their strengths. Schools currently within CDAT have worked together across LAs.
Staff	What about job roles eg: HLTA?	School Staff	All staffing structure will remain the same.
Trust	Why CDAT?	Parent/Carer	<p>Christ Church is a Church School and therefore wants to maintain the strong links with the Diocese. CDAT provides this opportunity to build a Moreton hub, retaining the close relationships with neighbouring schools and building a partnership to support families within the community. Resources between the three schools can be optimised through sharing and procuring together. CDAT will take a top slice of funding of 5% to cover management costs and other office functions. The Governing Bodies of the three schools have been considering their future for nearly two years. With changes to the LA, standing still is not an option as the LA is unable to support schools in the same way. Therefore the schools had two options: either to set up their own Multi-Academy Trust (which would require a large investment of time and resource to establish) or join CDAT as a hub, taking advantage of the necessary systems already in operation.</p> <p>The Diocese of Chester created an academy trust as an option for schools. It is not something they actively sell although they have received a great demand from schools wanting to convert. The CDAT Hub model is something that appeals to the schools in Moreton.</p>

Trust	How many local authorities does CDAT work across?	Parent/Carer	CDAT currently has academies in Stockport and Tameside, with another school in Cheshire East preparing to join imminently. The Diocese of Chester has 116 schools and therefore covers a large geographic area and a significant number of LAs.
Trust	What are the negatives of becoming an Academy.	Parent/Carer	It is a significant change for the financial operation of a school. It can be a complicated conversion process but this is something that the Governing Body has been researching for the past 2 years. 5 years ago, the school had no intention of becoming an Academy but due to the cuts that have been enforced on the LA their level of services has declined.
Trust	Will there be opportunities available for staff to work across CDAT?	School Staff	As part of the CPD offer, if staff agree, they will have the opportunity to work across different schools within CDAT to develop their skill sets.
Trust	What is CDAT?	Parent/Carer	CDAT is a multi-academy trust which was set up by the Cheshire Diocesan Board of Education. CDAT seek to be a successful family of schools providing distinctive and loving environments which ensure effective education for all children, through excellent teaching, innovation and the sharing of good practice as schools work together across the Trust. CDAT will seek to provide the very best education for every child in its schools so that they succeed and are well prepared to move onto their next phase of education. Our strong Christian ethos will be the foundation of all we do.
Staff	Will employee benefits like childcare vouchers transfer?	School Staff	On transfer, all current employee benefits have to be matched by the new employer. Therefore, as part of the conversion process, CDAT will make sure that it replicates employee benefits like childcare vouchers.
Staff	Will school staff continue to be able to pay their council tax through deductions in pay?	School Staff	CDAT will look into this as part of the conversion process. This hasn't been requested in previous conversions but CDAT will certainly look at ways to continue this, if it is possible.

Staff	Will continuous service transfer over?	School Staff	Yes, continuous service is recognised by CDAT and will transfer over on conversion.
General	What happens if it doesn't work, can the school go back to the LA?	Parent/Carer	Academies have a Funding Agreement directly with the Secretary of State which enables the school to operate outside of LA control. This legal document does include termination clauses but it is highly unlikely that these will be used, and haven't been by any academy to date. If the arrangement with CDAT doesn't work then schools will be required to work with the Regional Schools' Commissioner to identify an alternative arrangement within another academy trust.
Trust	There are concerns about the Church involvement in community schools – how much influence would the Diocese have?	Parent/Carer	On joining CDAT, Lingham and Eastway will not become Church Schools and there will be no increase or change in RE provision outside of the normal continuous review and improvement that takes place. For CDAT, high-quality education is at the core regardless of whether the school is a Church school. The power to make changes to the school rests with the Local Governing Body as this will be delegated by the CDAT Board.